

FOLIO

UNIVERSITY OF ALBERTA
22 NOVEMBER 1991



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Finance minister defends government's spending on research and development *Mazankowski says industry has to spend more*

Federal Finance Minister Don Mazankowski defended his government's record of funding research and development at a news conference last week.

Mazankowski, who was on hand for the announcement of the annual Natural Sciences and Engineering Research Council of Canada strategic grants, said the \$37.4 million is a significant federal investment in helping plot the country's future.

Photo Services



Finance Minister Don Mazankowski (left), pictured with President Paul Davenport, says there's no room to be second best.

"If you look at grants to universities, that component of the federal government's expenditures has increased by 49 percent between 1984-85 and 1991-92," he said. "I would call that a substantial increase. There's always room for more, though."

"In terms of the government's contribution to research and development, we compare favourably with any industrialized country in the world. But in terms of the private-sector research, we rank about number 15 among the OECD nations of the world. We're trying to encourage more," he said.

He cited a Conference Board of Canada study which found that Canada's policies encouraging research and development "were second to none." Canada was number one and the United States was number two. "So if there has been some lag, we're trying to redress that in a structural way."

NSERC President Peter Morand said small- and medium-sized companies are not doing that much research. NSERC's industrial research fellowships and industry partnership

grants are designed to encourage more research, he said.

"Clearly, the issue of competitiveness and our role in the global economy is something we're all preoccupied with," Mazankowski said. "Competition is a factor in all our export initiatives. We know that in order to penetrate the export markets, we must have the right kinds of products, at the right price, and be out there marketing them aggressively."

"We also face the same competition for vital skills and knowledge," the Alberta MP said. "In a world where national prosperity is driven by technology and expertise, there is no room to be second best. We must promote excellence ... and that requires the partnership of all sectors—and that's really what this whole initiative is all about."

Dr Morand said, "If we can only convince the Treasury Board that when they write off research and development they write it off not as an expenditure but as an investment, and if we can get that message across, then we will have succeeded. I think the climate is certainly changing."

"I think Canadians realize that to be competitive, we'll have to support our research activities not only in universities but in industries as well."

The Canadian university community is one of the most important partners in the competitiveness initiative recently announced by the federal government, Mazankowski said. The universities' role is to develop research and technology, train highly skilled workers and solve environmental problems.

Dr Morand pointed out that of the 668 grant applications, only about one in four were funded. The number of environmental applications was down slightly from last year, he said, but they were still more than 50 percent above the levels in the early 1980s. "This reflects the continuing strong interest in the university community for environmental research," he said, citing the work of U of A limnologist Ellie Prepas as an example.

"The program also continues its success in encouraging applications from research teams. Three-quarters of the applicants fell into the teams category. And the program has been extremely effective in opening the university science and engineering communities to the concept of collaboration and user involvement," the NSERC President told the news conference.

President Paul Davenport said, "The fact that NSERC has chosen the University of Alberta as the place to announce the awarding of the 1991 strategic grants is an example of the stature of the U of A in the national research community."

"These are difficult times for governments across Canada," he said. "They're facing declining revenues in real terms and large deficits, and I think there's a natural tendency to look upon research as an area where we might cut back. I think that would be a mistake, so I'm delighted to see this further commitment by the Government of Canada to advanced and applied research as part of an overall strategy to make Canada competitive in the increasingly difficult world economy we face."

President Davenport spoke glowingly of University-industry connections which, he said, result in win-win situations. He mentioned companies such as Noranda, Canadian Liquid Air, NOVACOR Chemical, Gulf Canada Resources, Shell Canada, Dionex Corporation, and Weldwood of Canada, each of which has ties with U of A researchers.

Finance Minister Mazankowski told reporters that in terms of overall research and development, the federal government spent \$1.5 billion in 1984, and \$2.7 billion in 1990.

Number of NSERC strategic grant recipients at U of A doubles over 10 years

The President of the Natural Sciences and Engineering Research Council of Canada says the number of University of Alberta researchers participating in the NSERC strategic grants program has more than doubled over the last 10 years.

Peter Morand, speaking at a press conference last week at which the results of 1991 national competition for strategic grants were announced, said that more than six percent of the \$37.4 million national program is now awarded to projects led by Edmonton-area researchers. This year, \$2.4 million will go to researchers at the University of Alberta.

"There are now 65 researchers in the region benefiting from strategic awards ... and the thrust of these studies closely parallels the strategic interests of the province," Dr Morand said.

Researchers at the U of A, many of whom are conducting research with one or more colleagues, who will receive 1991-92 strategic grants are: Michael Brett (Electrical Engineering); Clarence Capjack (Electrical Engineering); David Cass (Botany); Tom Clandinin (Foods and Nutrition); Norm Dovichi (Chemistry); Phillip Fedorak (Microbiology); Robert Fedosejevs (Electrical Engineering); Mark Green (Computer Science); Jed Harrison (Chemistry); Hani Henein (Mining, Metallurgi-

University strikes committee to look at pension funding issue

The University has established a committee to look at the pension funding issue, Board of Governors Chair Stan Milner says.

"My recommendation would be, when the thing is funded, to get it back and have the University run its own pension plan," Milner said at the recent joint General Faculties Council/Board of Governors meeting. "We don't want them [pension plans] back until the cash is in the till, though."

Recently controversy has arisen over Provincial Treasurer Dick Johnston's suggestion that employers and employees may have to kick in additional contributions in order to make up the unfunded liabilities of approximately \$3.4 billion. In effect, the pension funds' assets won't cover the liabilities on an actuarial basis.

Since the Treasurer's announcements in the summer a number of groups and organizations—including the Non-Academic Staff Association and the Confederation of Alberta Faculty Associations—have lobbied intensively against the proposals, particularly the one to increase monthly pension contributions by employees and employers.

Continued on page 3

cal and Petroleum Engineering); Ole Hindsgaul (Chemistry); Yasu Hiratsuka (Forest Science); Chuji Hiruki (Plant Science); Steve Hrudef (Health Services Administration and Community Medicine); Allen Hunter (Chemistry); Susan Jensen (Microbiology); James Lown (Chemistry); Bruce Nesbitt (Geology); William Page (Microbiology); Herb Seguin (Electrical Engineering); Jeong Sim (Animal Science); Michael Stiles (Food Science); Otto Strausz (Chemistry); Greg Taylor (Botany); and Donald Westlake (Microbiology).

One department well represented in the 1991-92 competition was Chemical Engineering. Grants were awarded to: Karl Chuang, Ivo Dalla Lana, Grant Fisher, Murray Gray, Alan Mather, Sieghard Wanke and Michael Williams.

NSERC's annual strategic grants competition is open to university-based researchers from across the country. Each application is subject to peer review; once the projects are given the green light, NSERC monitors the ongoing results.

The purpose of the Strategic Grants Program is to promote and accelerate targeted research in selected fields of national importance. The three targeted areas are advanced technologies, natural resources and environmental quality.

Office of Human Rights creates employment equity database

Results of the recent employment equity census are being used to create an employment equity database for the University of Alberta. According to Fran Trehearne, Director of the Office of Human Rights, two-thirds of the data provided by the approximately 3,700 faculty and staff who voluntarily responded to the questionnaire has now been entered into the database. Once the remaining information is entered, the office will present the University community with a statistical profile of the total group of respondents.

While Trehearne is quite pleased with the current response rate, he admits to some disappointment at not being able to piece together a more complete equity profile of the University's work force. "The more complete the picture we have," he says, "the more accurate we can be in determining whether or not we are having difficulty in attracting and retaining aboriginal peoples, persons with disabilities, members of visible minorities and women to our staff. We can also be more directed in our review of employment practice and policy."

Trehearne defines employment equity as a process by which artificial barriers to employment are removed, primarily through the identification and removal of employment practices and policies which have an adverse impact on certain groups. "Having a profile of its work force can help an employing organization identify where current practice and policy may be having adverse impact and on which groups," says Trehearne. "For example, an organization which finds few disabled persons among its staff might want to review very carefully practices and policies relating to physical accessibility and accommodation."

When asked to speculate as to why some members of faculty and staff did not return a

questionnaire, Trehearne said there were probably a number of factors at work. Several people informed Human Rights staff that they would not complete the questionnaire because they were not in agreement with the University's policies respecting employment equity. Some members of the nonacademic staff reported that recent media publicity and public statements by academic staff had led them to believe that employment equity was primarily a matter relating only to faculty positions and gender balance and said that they were sceptical about whether the University was truly interested in questions of employment fairness as it related to them. Trehearne was quick to point out that the University's equity policies apply to all continuing staff.

"The more complete the picture we have, the more accurate we can be in determining whether or not we are having difficulty in attracting and retaining aboriginal peoples, persons with disabilities, members of visible minorities and women to our staff."

Some other staff reported they were unwilling to complete the questionnaire because the survey did not include temporary or trust employees, many of whom have given years of excellent service to the University. According to Trehearne, the survey was limited to continuing staff because of the numbers involved. Plans are in the works to study trust and temporary employees. Trehearne speculates that the makeup of these two groups will be quite different than that of continuing employees. He predicts a higher representa-

tion of the four designated groups among these contract workers.

Trehearne says he respects the right of people not to reply but points out that the census form did offer staff the opportunity to indicate that they did not wish to provide the information requested. Those who returned a form indicating that they did not wish to participate in the survey can be guaranteed that they will not be bothered by future requests should the University decide to fill in gaps in the database.

Other staff indicated that they would have been happy to provide the information requested had the survey been anonymous. Among this group are some staff who returned a completed form but removed the identifying employee number. According to Trehearne, anonymous responses are simply of very limited use. "For example," he says, "anonymous responses would tell us that over fifty percent of the University's work force is female. This, by itself, might lead us to the assumption that women are well represented among the University's staff, an assumption which might well be challenged if we also knew what types of positions the women filled. And there is another problem with an anonymous survey. It wouldn't allow us to track the changing nature of the University's work force over time. How many of the aboriginal peoples on our staff are promoted? How many receive training or upgrading opportunities? How many are laid off? These are important equity questions and they can't be answered from an anonymous database."

Some staff may not have replied out of a concern for the confidentiality of their responses. Trehearne is not surprised that this would be an issue, especially given the nature of the information requested. He emphasizes,

however, that access to the equity database is restricted to Human Rights staff. The employee number used on all the census forms, both for academic and nonacademic staff, cannot be used by someone without Human Rights clearance to get access to the equity responses of the individual to whom it is assigned. "In any event," Trehearne says, "those with concerns about confidentiality which cannot be set aside through consultation with the Office of Human Rights should consider returning a form indicating that they do not wish to provide the requested information."

Trehearne warns that it would be a mistake to assume that all those who failed to return a completed questionnaire are opposed to providing the information or concerned about anonymity or confidentiality. For most nonrespondents the reasons are really much more mundane. Some are on leave. Given the numbers involved, it's likely that some questionnaires went astray or were misplaced. Trehearne confesses that his office created some confusion by placing a return deadline on the form itself. The deadline which was intended to encourage a quick reply has led some staff to believe their response cannot be counted if it was not mailed during Census Week. This is not true and responses are being received and recorded daily.

Trehearne has the following advice for continuing faculty and staff who either didn't receive a questionnaire, who may have lost the form or may have destroyed it in the belief that their response would come too late to be counted, or who have continuing reservations about the purposes of the census or the issues of anonymity and confidentiality: "Call the Office of Human Rights at [492-] 7325. We'll be happy to answer your questions and if necessary mail you a new form."

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DEADLINES:

Notice of coming events: 9 am three weeks in advance of event. **Classified advertisements:** 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements.

Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 30 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 pm Thursday, eight days before desired publication date. Camera ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

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CURRENTS

GENERAL FACULTIES COUNCIL

GFC's next meeting is scheduled for **Monday, 25 November, at 2 pm** in the University Hall Council Chamber.

- 1) Approval of the Agenda
- 2) Approval of the Minutes of 30 September 1991
- 3) Question Period
- 4) Oral Report from the President
- 5) New Members of GFC 1991-92

REPORTS

- 6) Executive Committee Reports
 - 6.1 Summary Minutes of 7 October 1991
 - 6.2 Summary Minutes of 28 October 1991
- 7) Reports of the Board of Governors
 - 7.1 Report of 4 October 1991
 - 7.2 Report of 1 November 1991
- 8) Report of the Nominating Committee
- 9) Report of the GFC Academic Development Committee (ADC)
- 10) Report of the GFC Facilities Development Committee (FDC)
- 11) Report of the GFC Planning and Priorities Committee (PPC)
- 12) Report of the University Research Policy Committee (URPC)

NEW BUSINESS

- 12A) General Faculties Council: Structure of Agendas and Committee Reporting Procedures

12B) Statement on Equity in Student Affairs: Proposal from the Vice-President (SAS) and Recommendation from the GFC Committee on Admissions and Transfer (CAT)

13) GFC Undergraduate Teaching Awards Committee (UTAC): Annual Report 1990-91

14) GFC Library Committee (LC): Annual Report to GFC

15) GFC Undergraduate Awards and Scholarship Committee (UASC): Annual Report 1990-91

16) GFC Committee for the Improvement of Teaching and Learning (CITL): Annual Report 1990-91

17) Other Business

HEALTH SCIENCES CAREER FAIR

Career and Placement Services is holding a Health Sciences Career Fair on 28 November. Admission is free; the Fair will be in Dinwoodie Lounge, 3 to 7 pm.

RETIREMENT RECEPTION FOR JACK BENDLE

The Materials Management Department, Purchasing Division, cordially invites members of the University community to attend a wine and cheese function honouring the retirement of Jack Bendle. **Date:** Thursday, 28 November. **Time:** 3 to 6 pm. **Place:** VIP Room, Lister Hall. **RSVP by:** 26 November (Linda, 492-4638, or Dianne, 492-3435. Departments are welcome to make presentations at the function. Cash bar (beer and wine).

RETIREMENT RECEPTION FOR MARJORIE CAMERON

Marjorie Cameron, who has been with the University for more than 20 years, in the original Research Services area and now the Intellectual Property and Contracts Office, is retiring at the end of December. In her honour, a small reception will be held Friday, 29 November, in the foyer of the Council Chamber, 2-1 University Hall, beginning at 3 pm. All those who have known and worked with Mrs. Cameron over the years are invited to drop by and wish her well. For further information, telephone Carol Dimitriou at 492-5787.

CANADIAN AUTHORS' ASSOCIATION MEETING

The monthly meeting of the Edmonton Branch of the Canadian Authors' Association will be held 29 November at 8 pm in the Faculty Lounge, 10th floor of the Education Centre. There will be a \$2 charge for nonmembers.

Guest speaker Ruth Bertelson, director of Alberta Film and Literary Arts, will talk about "The Writer in the New Scheme of Things."

BOTANIC GARDEN CRAFTERS HOLDING CHRISTMAS FAIR

The Devonian Botanic Garden Crafters Association will hold its Annual Christmas Fair 1 December from 10 am to 5 pm. Admission is free, and the family activities (also free) lined up are cross-country skiing, hay rides and skating. Refreshments will be available.

The Devonian Botanic Garden is just north of Devon on highway 60. The contact person for the Christmas Fair is Simone Deman, 963-8162.



University
of
Alberta

Pension plan

Continued from page 1

Johnston's major proposals include: increasing contribution rates; imposing a three percent surcharge, one percent to be paid by each of the employee, employer and government, which would be phased in over four years; increasing interest rates for refunds on contributions to market rates, rather than at the present four percent; eliminating the prior service purchase provisions; increasing the reductions for early retirement from two percent per year to five percent; and cancelling reciprocal agreements except within the family of plans or where a new employer allows a transfer-in.

The University estimates that if no changes are implemented the pension costs to the U of A for the 1992-93 year would be \$16,156,000. If all the proposed changes were implemented the pension costs for the year would be \$18,079,000. A number of uncertainties exist, however. Would legislation even be introduced? When would legislation be introduced? And when would that legislation be effective?

Furthermore, the University doesn't know what the federal government is going to be doing with the Canada Pension Plan, says Director of Pension and Benefits Administration Bob Jackson, who is a member of the committee established by the University to look at the issue.

"There's no doubt that these changes [if enacted] would affect the University dramatically," said Non-Academic Staff Association President Anita Moore, whose members belong to the Public Service Pension Plan. That plan has about 47 contributing employers and more than 50,000 active contributors.

"Sixty percent of our members make less than \$30,000 a year, so one percent off their salaries for some of those households would result in a make-it-or-break-it situation," said Moore. NASA is against the proposed three percent surcharge. "It's not our fault that the government mismanaged the pension funds."

Moore said she agrees with the Alberta Union of Public Employees' and Alberta Federation of Labour's insistence that employees should have a say in how the pension funds are invested. She said the consensus among NASA members indicates they want a say in how that money is managed as well.

The Association of Academic Staff position paper states that the design of benefits, determination of contribution rates and investment policies ought to be governed by a pension board. Representatives from the employers and faculty associations should be dominant on such a board, it suggests. The academics on campus contribute to the Universities Academic Pension Plan. That plan has five participating employers and more than 4,500 active contributors.

If satisfactory solutions aren't worked out through negotiations, the AAS:UA position paper states it may be necessary to consider establishing a nongovernment pension plan for the University. Moore acknowledged that may be an option for NASA members as well. "I don't personally believe that it would be very easy for the Alberta Treasury to carve off the U of A nonacademics from the larger plan."

"It would depend on the amount of money that came in, and whether it was a totally funded plan," she said. "If the government came to the University and said, 'we've calcu-

lated out exactly how much money we owe your pension plan, and now we want you to administer it for yourselves,' and the University and NASA could agree on how it would be administered and the representation to determine investment, then I don't see a problem with that. I just don't think it's likely to happen."

Moore said she was in favour of the establishment of an arm's length board to oversee the investment of all pension funds and that the pension fund be set up as a separate fund and not under general revenues. "That's an absolute must."

Both NASA and AAS:UA want to see the four percent investment rate replaced with a market rate. Moore pointed out that interest rates have been "sky high" throughout the 1980s, while at the same time the pension fund had been getting a relatively modest rate of return.

The academic staff, up until 1964, belonged to a huge, multi-employer plan called the Teachers Insurance and Annuity Association of American-College Retirement Equity Fund. That year, when the U of A still included the Calgary campus, the academics established their own plan called the Academic Pension Plan. It lasted until 1978 when the Province took it over.

As it stands now, academics pay six percent of their salary in pension contributions, while the University contributes at a rate of seven percent of salary. The support staff is more complicated, whereby the Canada Pension Plan and the Public Service Pension Plan are integrated. A certain percentage is paid under what's called the yearly maximum pensionable earnings (around \$30,000), and then the rates go up as salary goes up.

Robert 'Larry' Gerard, 1940 - 1991



Robert "Larry" Gerard (Civil Engineering) died at the age of 51, 5 November 1991. He is survived by his wife, Pamela; daughter, Jane of Toronto; sons, David and Andrew of Edmonton; sister Elaine

Loneragan and her family, and brother John and his family in Australia.

Dr Gerard joined the Faculty of Engineering in 1977 as an Associate Professor in the Water Resources Group. Previously, he had worked as head of the Surface Water Group at the Alberta Research Council.

He conducted research in the field of cold regions hydraulics and hydrology, specifically ice-covered rivers and what happens during ice-breakup. He believed this area was the special Canadian feature of water resources engineering.

Dr Gerard particularly enjoyed undergraduate teaching. He was Civil Engineering's nominee for the Rutherford Teaching Award for three years and the Faculty nominee for one of those years. He received the 1991 James A Vance Award for contributions to the Canadian Society for Civil Engineering.

In honour of Dr Gerard, the Gerard Medal for best paper presented by each of the hydraulics of ice-covered rivers workshops was struck by the National Research Subcommittee on the Hydraulics of Ice-covered Rivers. The R Larry Gerard Graduate Scholarship in Ice Engineering has been established in the Department of Civil Engineering in his memory.

Distinct society clause will make or break deal, Meekison says

The distinct society clause, given its now symbolic importance in Quebec, is a deal-maker or dealbreaker, says Peter Meekison (Political Science).

Delivering the inaugural Belzberg Chair Lecture 14 November on Canada's constitutional options, Dr Meekison said there appears to be a growing recognition that the distinct society clause contained in the federal proposals, or something equivalent, is necessary if an overall agreement with Quebec is to be reached.

"Recent supportive comments by both Premier Clyde Wells and the National Action Committee on the Status of Women suggest that this time the phrase has a better chance of being accepted," said one of the country's foremost constitutional experts. "Distinct society reflects the reality of the Canadian polity and the 1867 Confederation agreement."

On Senate reform, Dr Meekison said whatever model is chosen, every effort should be made to avoid having the two houses, Senate and House of Commons, elected at the same time, because of the likelihood that Senate election results would simply mirror the House of Commons.

"As long as we adhere to a parliamentary system of government, it stands to reason there can only be one confidence chamber, the House of Commons. But that should not preclude debate in the Senate on money bills, said Dr Meekison, who suggested a suspensive veto of 30 days similar to one in the United Kingdom would not be an unreasonable limitation. He added that some mechanism, such



Peter Meekison has been appointed to the Belzberg Chair in Constitutional Studies for a three-year term.

as a parliamentary committee, would likely be necessary to determine what in fact are money bills.

Dr Meekison, deputy minister of the Alberta Government's Department of Federal and Intergovernmental Affairs from 1974 to 1984, said the federal proposal to establish a Council of the Federation is "... tantamount to entrench-

ing a system of executive federalism in the Constitution, an approach I certainly support.

"The reality of Canadian federalism is that succeeding federal and provincial governments have worked together to solve many of our country's problems," said Dr Meekison, who has published extensively on Canadian federalism and advised the provincial government on constitutional affairs since 1986.

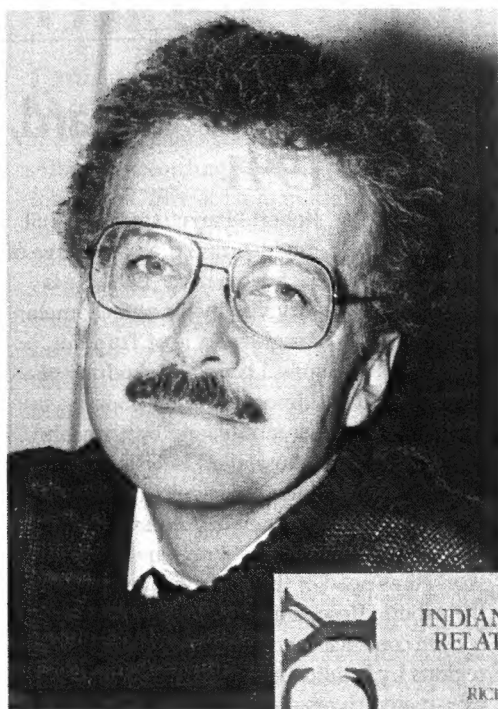
"While we may tend to think in terms of 'watertight compartments,' in the Constitution, the reality of modern government is a growing interdependence."

The federal proposals to strengthen the economic union will have enormous implications for a wide range of provincial government policies, including marketing boards, procurement, product standards, and hiring policies.

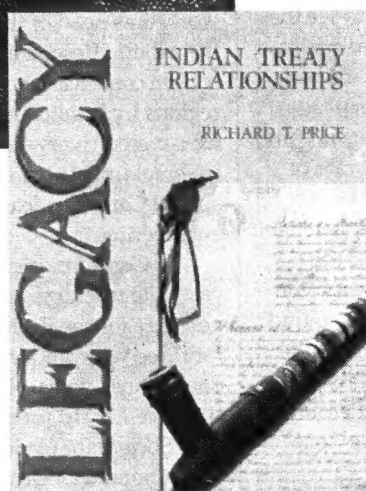
"While few would find fault with the principle behind the desirability of such a clause, [mainly] economic integration, the question arises: Are there nonconstitutional alternatives such as uniform legislation or commitments to reduce such barriers? The answer is yes and they need to be weighed against such a sweeping clause in the Constitution.

"I am sceptical about the chances of this clause being approved in the time available," he said. "It is so all encompassing that I would be surprised if most provinces did not demand an opportunity to discuss it in greater detail, if for no other reason than to seek clarification."

Dr Meekison said he is gradually coming to the conclusion that there is simply too much on the table at this time. Everything cannot be discussed at once and everything cannot and should not be in the Constitution. Some issues should be resolved by the political process, he said. "The Constitution cannot solve all our problems."



Richard Price: challenging students to come up with solutions.



New text on Indian treaties approved for Grade 10 students

Author Richard Price hopes it will clear up some misunderstandings

The President of the Indian Association of Alberta says it's a welcome and refreshing change for Indian people to finally have a text that will educate non-native Canadians about the importance of the Indian treaties.

The use of *Legacy Indian Treaty Relationships*, written by School of Native Studies Professor Richard Price, will help educators as they attempt to teach the children of Canada about indigenous people of this land, Regena Crowchild said recently.

"Education will enable the Canadian people to better understand the history and nature of the relationship of indigenous people and Canada," she said of the 168-page Grade 10 textbook, which has been approved as a basic resource by the Government of Alberta. The text was written and designed to meet Alberta curriculum guidelines and has been approved for use in Alberta classrooms.

According to Price, the book was three years in the making. When commissioned

to write it by the Native Education Project within the provincial government's Department of Education, he sought advice from a number of on- and off-campus educators and historians. He also approached the Indian Association Board of Directors, Senate and the Chiefs of Treaties Six, Seven and Eight. He relied heavily on advice from people within the curriculum branch of the department and consultants within the Native Education Project, as well as editors and advisors at Plains Publishing Inc.

Writing the text, one in a series of school texts to be published in the last several years under the auspices of the Native Education Project, was a new experience for Price. "It took a lot of patience," he said, noting the number of partners who had an interest in the project. "Once everything was rolling, however, everyone was concerned about producing a high quality product."

"There was a lot of rewriting to simplify the language. I had to keep the sentences shorter. I was compelled to write differently and to think about what would be the clearest way to say things."

The finished product includes two distinct sections: the historical background and the contemporary situation. Each chapter begins

with a question in order to focus the material. "I've tried to help students think through some of these problems, but also to get them to think about how they [problems] might be resolved," says Price.

Price, who has a long history of working with native people in Alberta and interest in treaty rights, says he tried to be as even-handed as he could in presenting the native and government perspectives. "A colleague, John Foster (History), has always challenged me to be balanced in my approach to scholarship."

The text promises to maintain its modern-day relevance for some time to come. Issues which will be on the national agenda in the 1990s, including Indian control over education and self-government, are brought up; three units, for example, ask: Is postsecondary education a treaty right? Is Indian self-government a treaty right? How will treaty and aboriginal rights issues be resolved in Canada?

Students who have only part of the story can learn from this text, says Price, who is also the author of *The Spirit of Alberta Treaties*. He hopes this and other texts yet to be written will give younger Canadians the ability to begin to tackle some of the long-standing problems and foster understanding.

PROFESSIONAL ACCREDITATION OPEN TO ADMINISTRATIVE ASSISTANTS

Professional accreditation is now available to administrative assistants, executive secretaries and secretarial support staff under a program sponsored by the Association of Administrative Assistants.

Upon successful completion of two compulsory subjects and four optional subjects, the designation of QAA (Qualified Administrative Assistant) is awarded by the Association, a national body. The program is offered through Athabasca University, however the Association of Administrative Assistants is seeking new members in Edmonton to form another branch.

Further details on the QAA program and/or branch membership in the professional association may be obtained by calling Paddy Hurt (Health Sciences Laboratory Animal Services) at 492-4543.

LAURELS

JW Lown (Chemistry) has been awarded the Paul Ehrlich Prize for 1992 by the Association de Recherches Scientifiques Paul Neumann. This distinction rewards a scientist or team of scientists having made in the past 10 years an outstanding contribution in the field of medical chemistry. Dr Lown will present his award lecture at the 28th International Meeting of Medicinal Chemistry in July in Toulouse.

KC Gheng (Mechanical Engineering) is to be recognized with a Distinguished Alumnus Award from the National Cheng-Kung University, Taiwan. The university is celebrating its 60th anniversary this year. As part of the celebration, Professor Cheng presented a seminar on heat transfer and flow visualization on 8 November.

At its annual conference in Ottawa 4 November, the Canadian Bureau for International Education presented **Myer Horowitz** (Professor Emeritus of Education) with its Award of Merit.

Jiri Krupicka (Professor Emeritus of Geology) was awarded the prestigious C Purkyne Medal for his life's work in geology. The awarding ceremony took place on 8 October in Prague in the 16th century renaissance Sternbery Palace at Malá Strana, under the

auspices of the Czechoslovak Geological Survey, the Science Faculty of the Charles University, and the Ministry of the Environment.



Steve Pawluk

Steve Pawluk (Soil Science) was selected as a Soil Science Society of America Fellow at the 1991 SSSA annual meetings in late October in Denver. Dr Pawluk, Associate Dean (Research) in the Faculty of Agriculture and Forestry, teaches and conducts research in soil genesis and classification with emphasis on microscopic and submicroscopic techniques. He is the associate editor of *Soil Science Society of America Journal*, and has served on the editorial board for *Geoderma* and the *Canadian Journal of Soil Science*.

The latest book by **Kristjana Gunnars**, *Zero Hour*, has been nominated for the 1991 Governor General's Award for nonfiction. **Sara Stambaugh's** (English) new novel, *The Sign of the Fox*, was launched in October. **Rob Merrett** (English) has been elected to a three-year term as President of the Canadian Society for Eighteenth-Century Studies, a national bilingual society of interdisciplinary studies. **Bert Almon** (English) was awarded second prize (worth approximately \$1,500) in the Cardiff International Poetry Festival.

'POWER PLAY': NEW EQUIPMENT FOR OLD

Physical Plant has embarked on a three-year program of electrical power transformer installations. The result, says Electrical Utilities Manager Clive Carter, will be reliable, energy efficient and environmentally friendly power supply equipment in many of the University's existing buildings.

"The new power supply units will replace older, time-expired equipment that is reaching the limit of useful life," Carter says.

The work, funded by Advanced Education as a special project, is planned to present a minimum of inconvenience to the University community, and in many buildings the work

will be all but invisible. Some increase in traffic may be noticed and the occasional excavation will occur to allow movement of the equipment. Some planned power interruptions—"tolerable and closely controlled"—will be necessary.

Equipment will be installed and thoroughly tested before being connected to the University's 15,000 volt power distribution system.

Concerns or enquiries about the transformer installations should be directed to Clive Carter at 492-4261.

Environmental studies at the U of A: What do we teach?

Workshop will develop understanding

Environmental studies at the University of Alberta: What do we teach? That's the subject of one in a series of workshops, organized by the curriculum committee of the Environmental Research and Studies Centre. It will take place 25 November in CW-410 Biological Sciences Building.

The Centre wants to develop an understanding of what types of environmental instruction are going on at the University. The curriculum committee of the recently established Centre wants, through the series of workshops, to enhance and promote environmental instruction at the University.

The Centre hopes to survey the activities of academics on campus to determine which areas could be brought together to interact and work on common concerns. Future workshops are planned to document needs and to promote more environmental instruction at the University.

At the first workshop, there will be presentations by U of A academics. They include Margaret-Ann Armour (Chemistry); James Butler (Forest Science); Stewart Elgie (Law); Phillip Fedorak (Microbiology); Milton Freeman (Anthropology); Tee Guidotti (Health Services Administration and Community Medicine); Eric Higgs (Philosophy); John Kennelly (Animal Science); Gordon Rostoker (Physics); Harvey Scott (Physical Education and Sport Studies); Daniel Smith (Civil Engineering); and Greg Taylor (Botany).

"This workshop will allow people on campus to speak up about their ideas on environmental education," says Cheryl Stein, the Centre's APO.

Did you know...

\$170 can send a kid to camp for a week... a kid who otherwise would be on the streets.



Please give generously to the United Way Campaign

Winspear ever enamoured of Business Faculty, University

Gazing south across the river valley from his seventh floor apartment, Francis Winspear has a clear view of the University of Alberta. It's a picture he enjoys any number of times during a day, and when evening falls or the visibility is poor, he can shift his gaze a few inches to a large oil of essentially the same scene that he painted nearly 30 years ago. Then, if the mood takes him, he can go back another 30 years and more when he was the lone teacher in the University's recently formed School of Commerce.

The University, its people and their accomplishments, and the promise of things to come are a sustaining force to the 88-year-old Dr Winspear.

"This University, in my opinion, has been unique in the quality of its staff right from the beginning," he declares, blue eyes aglow. "One can't love this University because of its buildings, which are a conglomerate mess, and I don't suppose you can love it for its football team or hockey team. What you can love it for, and what I do love it for are the people who have served it, and in serving it, they have done more for this province than has any other institution."

Touching on advances in agriculture, like the development of crops that prospered in the Peace River country's grey wooded soil, medicine, and the method of extracting oil from the Athabasca Tar Sands, he punctuates things by saying, "Everywhere you looked there was progress."

Tory, Broadus, Alexander, Sheldon, Cameron, Keeping and other names are held up as builders of the University and as personal friends ("The University was small

enough in those days that we all knew each other") by a fellow builder and person of vision. Dr Winspear taught accounting classes from the early thirties until 1949 and was Director of the School of Commerce in 1954-55. His value as an business educator was considerable but it was to be topped by his value as a living, breathing example of how to succeed in business on one's own terms and use success to better not only the University but the community in general.

At one time, Dr Winspear was CEO of no less than eight companies. He established a nation-wide accounting firm and was a central



At a ceremony in Convocation Hall on Monday, the Faculty of Business will honour Francis Winspear as "Distinguished Benefactor."

figure in a wide variety of business enterprises. All the while he liked to drop by his interests' headquarters and have lunch and chat informally with the staff. His abiding concern was that there be long-term thinking, that his businesses employ as few people as possible and that they have the best machinery and ingenuity in using it and efficiency in production. "I never liked my businesses to get too big. I deliberately kept them small." In his lumber company there was no hesitation about discarding a planer if a new one on the market was more efficient. It was the same thing with his steel plant in England. British Steel wanted to go into partnership but their objective was to employ as many men as possible and go where there was a pocket of unemployment. Dr Winspear's philosophy was let the men come to the plant, not take the plant to the men. We kept a team in the field

"Faculty members will tell you that I tend to haunt the place a bit."

whose job was to find new angles we could pick up on, Dr Winspear says.

Countries with great resources like Russia and France and, to a lesser extent, Canada and the United States, are not necessarily the most productive. Switzerland, Japan, and Korea, countries without benefit of natural resources, are. Human resources, Dr Winspear maintains, transcend natural resources. The challenge now is research in technology which will lead to production that's more efficient and more competitive. "Our competitors are spending more per capita on technology than

we are, but there's an awakening in Canada that's encouraging."

Since ceasing to lecture in the School of Business Administration a few years ago, Dr Winspear says his association with the Faculty is based on friendship with the Deans and students. He's attended many of the annual Rocky Mountain seminars, always filling the demand for recollections of his business career and insights into contemporary business. In return he takes great pride in each graduating class and in the progress of the School of Business Administration which he rates as one of the best three in the country. Also pleasing is the journal of the Institute of Chartered Accountants' assessment of the Winspear Chair in Professional Accounting as the most prestigious in Canada. "That, of course, is attributable to the chairholder, Mike Gibbins, and not to me."

Asked if he visits often, Dr Winspear's laconic reply is: "Faculty members will tell you that I tend to haunt the place a bit."

He says he's enjoying good health save for a recent touch of muscular rheumatism. He no longer paints but he reads, swims and walks a lot, devotes a good deal of time to his foundation and is "very keen on the development of a good cultural community" and in "getting this concert hall built," all of which belies his comment that "I'm going on for 90 and I'm getting lazy."

ACROSS CANADA

SMITH DEFENDS REPORT AT DALHOUSIE UNIVERSITY

Stuart Smith defended his findings in the recently released Association of Universities and Colleges of Canada report on the state of universities at a symposium held recently at Dalhousie University. Dr Smith, chair of the inquiry, maintained that teaching is taking a backseat to research.

Dalhousie faculty argued, however, that the real issue is resources. University professors are under increasing pressures to teach more students, they told Dr Smith.

UBC OPERATING BUDGET EXCEEDS \$310 MILLION

The University of British Columbia's operating budget will be over \$310 million in 1991-92. The balanced budget will wipe out a \$2.1 million deficit accumulated last year. UBC received a 4.5 percent increase in its base operating grant from the provincial government.

ONE OF COUNTRY'S OLDEST UNIVERSITIES CELEBRATES BIRTHDAY

Queen's University celebrated its sesquicentennial recently, as students, staff, faculty and alumni gathered at a special convocation. Governor General Ray Hnatyshyn unveiled the sesqui stamp and Queen's coat of arms was formally accepted into Canadian heraldry. The university was modelled on the Scottish universities 150 years ago.

WESTERN BRACING ITSELF FOR ANOTHER ROUND OF BUDGET CUTS

The University of Western Ontario has been warned to expect another two percent budget slash in 1992-93. Those cuts are in addition to the institution's three-year, 10 percent budget reduction plan. President George Pedersen expects the provincial government to give universities modest increases.

University's contribution locally and nationally continues to grow—Premier Getty

The President's Council Dinner on 5 November marked the first time a Premier has attended the event. Excerpts of Don Getty's speech follow.

For many decades in Edmonton and northern Alberta, this University occupied an extremely prominent position. But when Edmonton began to grow rapidly in the fifties, and especially with the oil boom, some of the community's attention shifted, and perhaps the city didn't identify itself quite so closely to the University of Alberta.

Perhaps as well, the growth of NAIT and the addition of other important educational institutions diluted some of this University's visibility. But the University has not diminished; its contribution to Edmonton, Alberta, and Canada has continued to grow. But I wonder how many people in this city even realize that this is one of the two or three largest universities in Canada, in terms of full-time undergraduate enrollment? It is a great teaching and research institution. How many people realize the scale of the economic contribution of the University?

That's why I have been pleased during my time in public life to see more and more Albertans realize the importance of postsecondary education. They are realizing that in the future, our ability to compete and to maintain our standard of living as a nation, will depend more on our skills and knowledge than on our uses of natural resources. As a government, we are in the process of working with Albertans to develop a new economic strategy using the "Towards 2000 Together" public consultation process, and post-secondary education is a key component to our future.

There is no denying that education has moved to the centre of the national agenda. This is raising expectations about the ability of the postsecondary system to deliver graduates who will lead us into the 21st century. The future of postsecondary education lies in a cooperative approach; one that builds on the unique perspectives of all partners in the postsecondary system—the institutions, the government, the private sector, and the students.

There is a great opportunity for Alberta, if we can convey some of our strong academic and research work to a more advanced stage. It's not a simple proposition, but it is a genuinely legitimate place for us to look as we work to build Alberta's economy and make it less dependent upon energy and agriculture. The challenge is partly to the University as well, since it must make sure its message gets out into the wider community for support. That support can only grow as the University develops innovative programs that will encourage greater participation by individuals.



Premier Getty stresses the importance of postsecondary education.

Photo Services

CAPITAL EQUIPMENT PURCHASES

A program exists to provide the carryover of unspent capital equipment funds into the next budget year. This carryforward is limited to the lesser of the expended balance, 15 percent of the departmental capital equipment budget, or \$50,000. Where the balance of unexpended funds is sufficient, commitments incurred by purchase orders placed before 31 December 1991 will be allocated a carryover equivalent to the amount of the commitment.

Where the balance of the unexpended and/or committed capital equipment budget is currently in excess of the foregoing limits, staff are urged to place the purchase orders for their further needs now to help ensure that delivery is effected before 31 December 1991. The program will not provide a carryover in relation to commitments placed subsequent to 31 December 1991 other than in instances where a well-documented justification of circumstances merits exception.

Application for exceptions should be submitted to the attention of D Grover, Office of the Comptroller, 492-5894. Final approval on capital equipment carryovers remains with the Associate Vice-President (Facilities), DG Bellow.

Unexpended funds in excess of the limiting factors will lapse into the Vice-President Administration's Capital Equipment Contingency Account.

For additional information, see MAPPS 03 - 050 - 015 FLEXCAP - Flexible Capital Expenditures Program.

TALKS

ACCOUNTING

22 November, 2 pm

Lane A Daley, University of Minnesota, "The Impact of Earnings Announcements on the Adverse Selection Problem of Market Makers." Stollery Centre, Business Building.

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

22 November, 4 pm

Choy-Leong Hew, Banting Institute, University of Toronto, "Growth Hormone and Antifreeze Protein Gene Transfer in Transgenic Salmon." 4-70 Medical Sciences Building.

26 November, 4 pm

Eric H Mercer, postdoctoral fellow, Division of Biology, California Institute of Technology, "The Depamine B-Hydroxylase Promoter in Transgenic Mice: Insights Into the Transcriptional Basis of Neuronal Identity." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

ANTHROPOLOGY

29 November, 3 pm

Alan Morris, University of Capetown, "The Philosophical Roots of the Study of Race in South Africa." 14-6 Tory Building.

APPLIED MATHEMATICS INSTITUTE

22 November, 3:30 pm

John Harnad, Department of Mathematics, Concordia University, and Centre de Recherches Mathématiques, University of Montreal, "Kaluza-Klein Approach to the Motion of Nonabelian Charged Particles and Strings with Spin." 657 CAB.

3 December, 3:30 pm

K Nandakumar, "Bifurcation Phenomena in the Dean and Morton Problems." 657 CAB.

BOTANY

28 November, 4 pm

L Gordon Goldsborough, Brandon University, "Chemically-induced stress Responses of Freshwater Periphytic Algae: Hexazinone and Other Agricultural Herbicides." M-149 Biological Sciences Building.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

2 December, 7:30 pm

Sarjii Plokhly, "Church-State Relations in Ukraine During Perestroika." Heritage Lounge, Athabasca Hall.

CENTRE FOR INTERNATIONAL EDUCATION AND DEVELOPMENT

22 November, noon

Svetoslav Grigoriev, head, Department of Sociology, Altai State University, Barnaul, Russia, "The Demise of the Soviet Union: An Analysis of Recent Events." 5-180 Education North.

25 November, 3 pm

Dr Grigoriev, "Ethnic Problems in Russia: A Study of the Tartars." 1-09 Business Building.

27 November, noon

Dr Grigoriev, "Education and the Economic Reconstruction of Russia." 5-180 Education North.

CHEMICAL ENGINEERING

28 November, 3 pm

NM Iyer, "Adaptive Inferential Control." 342 Chemical-Mineral Engineering Building.

CHEMISTRY

2 December, 11 am

Romas Kazlauskas, Department of Chemistry, McGill University, "Models of Esterases, Mimics of ATPases." 1-07 V-Wing.

CLASSICS

22 November, 1 pm

Paul Keyser, "Medicine, Magic, and Morals." L-4 Humanities Centre.

CLOTHING AND TEXTILES

28 November, 1 pm

Suzanne Peterson and Linda Capijack, "How Autocade Will Change Our Department's Life." 131 Home Economics Building.

5 December, 1 pm

Nancy Omar, "History of Change in Baluyia Clothing." 131 Home Economics Building.

COMPARATIVE LITERATURE

29 November, 3:30 pm

Ahmed S Bangura, "The Politics of Ambiguity: Islam in Sembene Ousmane's Works." Senate Chamber, Arts Building.

COMPUTING SCIENCE

25 November, 3:30 pm

Pawel Gburzynski, "SMURPH: A Modelling Package for Communication Systems." 619 General Services Building.

ENGLISH

22 November, 2 pm

Michael Keefer, Guelph University, "Impotent Speech: Transgression and Abjection in Thomas Nashe's *The Unfortunate Traveller*." 5-20 Humanities Centre.

22 November, 3 pm

Martin Kreiswirth, University of Western Ontario, "Tell Me a Story: The Narrativization of Contemporary Social and Aesthetic Theory." 5-20 Humanities Centre.

26 November, 3:30 pm

Murray McGillivray, University of Calgary, "Klaeber's Women, Anglo-Saxon Chivalry, and Other Curiosities of Old English Studies." 5-20 Humanities Centre.

27 November, 4 pm

Ken Ramchand, University of the West Indies, "The Vices of Columbus." 5-20 Humanities Centre.

28 November, 3:30 pm

Sheila Watson Reading Series—Canadian fiction writer Bonnie Burnard reads from her work. L-3 Humanities Centre.

28 November, 3:30 pm

Chris Bullock, Susan Hamilton, Eric Higgs, "Other Voices: The Politics of Representing Nature." Heritage Lounge, Athabasca Hall (cosponsored by Philosophy).

2 December, noon

Kim McLean-Fiander, "Rachel Speght: An Early Seventeenth-Century Poet." 5-20 Humanities Centre (brown-bag discussion).

ENTOMOLOGY

28 November, 4 pm

Nidia Moreno, "Influence of Environmental Patterns and Density of Adult Gerrid Hosts on Egg Parasitism by *Typhodytes Gerriphagus*." TBW-1 Tory Breezeway.

FOREST SCIENCE

27 November, noon

Vic Loeffers, "Partial Cutting Silvicultural Systems in Southern Germany and Switzerland." 849 General Services Building.

29 November, 2 pm

VR Timmer, University of Toronto, "Exponential Fertilization and Steady-state Nutrient Culture of Forest Tree Seedlings." 2-35 Earth Sciences. (cosponsored by Soil Science)

GEOGRAPHY

22 November, 3 pm

Allan Gottesfeld, "Dendochronology of BC Rivers." 3-36 Tory Building.

29 December, 3 pm

James Hooper, "The Late Quaternary History of North West Baffin Island." 3-36 Tory Building.

HISTORY

4 December, noon

Serhii Plokhii, visiting scholar sponsored by the Ramsay Tompkins Endowment, "Writing History Today in Ukraine." 2-28 Tory Building.

INTERNATIONAL CENTRE

27 November, noon

"Dirty Business", 1990, video, and "Bigger Than A Basket", 1989, video. 172 HUB International.

28 November, 3:30 pm

"Human Rights and the Situation in Myanmar." (cosponsored by the campus Amnesty International Group). International Centre, 172 HUB International.

LAW

30 November, 9:30 am

Saturday Morning at the Law School—"Wills and Estates." Information: 492-3115. Law Centre.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

28 November, 12:30 pm

Leigh Noton, Alberta Environment, "Water Quality Aspects of Pulp Mill Effluent In Alberta." M-149 Biological Sciences Centre.

5 December, 12:30 pm

Bill Tonn, "Piscivory and Recruitment: Mechanisms Structuring Prey Populations in Small Lakes." M-149 Biological Sciences Centre.

MATHEMATICS

3 December, 3:30 pm

Charles Michelli, senior member, IBM Thomas Watson Research Center, New York, "Banded Matrices with Banded Inverses: Locally Finite Decomposition of Spline Spaces." 649 CAB.

ROMANCE LANGUAGES

28 November, 4 pm

Ruggero Pierantoni, University of Toronto, "The Renaissance Garden as Text." 2-20 Fine Arts Building (cosponsored by Art and Design).

RURAL ECONOMY

25 November, 3:15 pm

Dan Needham, "Growing Christmas Trees in Alberta: A Market Analysis and Feasibility Study." 519 General Services Building.

SLAVIC AND EAST EUROPEAN STUDIES

2 December, 3 pm

Andriy Nahachewsky, "A Visit to the Hutsul Village of Kosmach." 436 Arts Building.

SOCIOLOGY

3 December, noon

Brian Burtch, Simon Fraser University, "Midwifery in Canada: The Failure of Criminal Sanctions." 5-15 Tory Building.

SOCIETY OF EDMONTON DEMOGRAPHERS

25 November, noon

Alex Matejko, "The Well-Being of Population: A Comparison Between Postindustrialism (Canada) and Postcommunism (Poland)." Meeting Room, Edmonton Main Public Library, Churchill Square.

SOIL SCIENCE

28 November, 12:30 pm

G Fishburne, "Evaluating University Teaching: Can It Be Done?" 2-36 Earth Sciences Building.

5 December, 12:30 pm

Frank Aherne, "Putting Learning Theory Into Practice in an Agricultural Curriculum." 2-36 Earth Sciences Building.

STUDENTS' UNION

23 November, 7:30 pm

Jello Biafra, "Spoken Word Tour of Canada: No More Censorship." Tickets at BASS or information booths. Dinwoodie Lounge.

UNIVERSITY TEACHING SERVICES

26 November, 3:30 pm

Terry Davis, "Shame and Trust in the Educational Encounter." 349 CAB.

WOMEN'S PROGRAM AND RESOURCE CENTRE AND DRAMA

22 November, 2:30 pm

Jill Greenhalgh, artistic director, The Magdalena Project, "Making Theatre For, By and About Women." 3-92 Fine Arts Building.

22 November, 7 to 10 pm, and

23 November, 10 am to 3 pm

Jill Greenhalgh, "Making Theatre For, By and About Women: A Workshop with Jill Greenhalgh." 1-51 Fine Arts Building.

ZOOLOGY

22 November, noon

James Hare, "Brood Discrimination by Slave-Making Ants." G-208 Biological Sciences Centre.

22 November, 3:30 pm

Freda Miller, "Regulation of Gene Expression in Development and Regenerating Neurons." M-149 Biological Sciences Centre.

29 November, noon

Cindy Paszkowski, "Predatory Patterns of Yellow Perch." G-208 Biological Sciences Centre.

29 November, 3:30 pm

Anthony Russell, Department of Biological Sciences, University of Calgary, "Getting to Grips With Life: Adhesion in Gekkoid Lizards." M-149 Biological Sciences Centre.

This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

SERIES OF PUBLIC DISCUSSIONS OPENS WITH 'CANADA AND THE GLOBAL POPULATION CRISIS'

The Canadian Futures Research Institute (CFRI) is a nonpartisan group dedicated to the promotion of dialogue about the future of Canada. "Canada and the Global Population Crisis," a panel discussion 28 November at the Provincial Museum Auditorium, is CFRI's first public event.

Panelists are: Karol Krotki, Society of Edmonton Demographers; Gordon Rostoker, CFRI; and Andrew MacPherson, The Sustainable Population Society. Questions sure to surface are: What are the implications for Canada of rapid population increases throughout the world? How should Canada respond? Should we seek to reduce Canada's population to set an example? Should we bolster Canada's declining population? Is there an ideal population for Canada?

Gordon Fearn, Dean of Arts at Athabasca University, will moderate the discussion. The audience's viewpoints will be encouraged. Admission is free and refreshments will be provided.

CFRI is based at the University of Alberta and comprises university and community members.

EVENTS

EXHIBITIONS

FAB GALLERY

Until 1 December

Leonard Mwenesi, "Visual Communication for Developing Countries."

Concurrent exhibition: Judy Armstrong, "Genesis 0010: the electronic image."

MCMULLEN GALLERY

Until 27 January

"Sand, Fire and Light"—an exhibition curated by E Ross Bradley of work by contemporary Albertan glass artists John Norton, Helen Kovacs, Mark Gibeau, Lorie Hedemark and Barbara Pierce. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

FILM

GERMANIC LANGUAGES

3 December, 7:15 pm

"Malou" (1980), German with English subtitles. 141 Arts Building.

MUSIC

CHAPLAINS' ASSOCIATION

3 December, 5 pm

Festival of Lessons and Carols for Advent and Christmas. Featuring members of the University Mixed Chorus conducted by Krista Dickson and various readers from the University community. Convocation Hall, Arts Building.

DEPARTMENT OF MUSIC

22 November, 8 pm

Faculty Recital—Richard Troeger, forte and piano, and Peter Visentin, violin.

24 November, 8 pm

University Symphony Orchestra Concert, Norman Nelson, director.

26 November, 1 pm

Lethbridge Collegiate Institute Concert Choir and Vocal Jazz Choir, Frank Gnandt, director. Admission free.

29 November, 8 pm

Faculty Recital—Stephane Lemelin, pianist. Part II.

30 November, 8 pm

Opera Workshop class performance.

1 December, 3 pm

Concert Band, WH Street, director.

1 December, 3 pm

Madrigal Singers with the Alberta Baroque Ensemble. Robertson-Wesley United Church.

2 December, 8 pm

Stage Bands I and II, N Corlett and R Baril, directors.

4 December, noon

Noon Hour Organ Recital with T Olford and S Matheson.

5 December, 8 pm

Stephane Lemelin with Edmonton Symphony Orchestra. Jubilee Auditorium.

All events take place in Convocation Hall, Arts Building, unless otherwise noted.

EDMONTON CHAMBER MUSIC SOCIETY

27 November, 8 pm

"The Great Mozart Hunt." Season and single tickets available from The Gramophone, 10020 101A Street, 428-2356. Myer Horowitz Theatre.

MYER HOROWITZ THEATRE

30 November, 8 pm

Sarah McLachlan and guests. Tickets at BASS and information booths.

SPORTS

BASKETBALL

29 November, 6:30 pm Pandas vs Calgary

29 November, 8:15 pm Bears vs Calgary

HOCKEY

22 and 23 November, 7:30 pm

Bears vs Brandon

VOLLEYBALL

22 November, 6:15 pm Pandas vs Lethbridge

30 November, 6:15 pm Pandas vs Calgary

30 November, 8 pm Bears vs Calgary

Call 492-BEAR/492-2327 or the "Talking Yellow Pages" at 493-9000, code 3250, for more information.

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

RENT - Beautiful, large two bedroom home. Windsor Park. January-May. 433-7293.

SALE - Walk to campus! Beautifully renovated 1 1/2 storey in Windsor Park. Hardwood floors, sunroom, two fireplaces, jacuzzi, skylights, only \$219,000. Bill Bezenar, Re/Max Real Estate, 438-7000.

RENT - Three bedroom townhouse, southside. \$710, 1 January, 430-7665.

SALE - Groat Estates, Edwardian aura with 20th century features. Three bedrooms, super jacuzzi, modern kitchen. Close to University and all cultural activities. Don't miss it! Val/Ann, Spencer Realty, 435-0808.

RENT - Attractive, spacious, newly painted, ground level two bedroom suite. Fireplace and separate entrance, country setting, 15 minutes from University. Nonsmoker, single occupancy preferred. \$600/month, available immediately, phone 434-6022.

RENT - Capilano river valley, spacious three bedroom 1,600' home with attached four car garage. Quiet location opposite park, 15 minutes to University. 1 December occupancy, 492-4094 or 468-4833.

RENT - Bungalow for responsible couple with references. \$775 plus utilities, 436-3340.

RENT - Three bedroom, unfurnished end-unit condo in quiet setting (Hearthstone). Two floors and basement, garage. Direct bus line to University. Available 1 February, \$1,050/month, 434-6586 evenings.

SALE - University area luxury condo, 11114 83 Avenue. 1,420', two storey, two bedrooms, two bathrooms, fireplace, five appliances, cathedral ceiling, indoor parking. \$129,900, 439-5169.

RENT - Well-kept, unfurnished house with appliances. Walking distance to campus, 432-1488.

RENT - Banff, deluxe furnished two bedroom condo, 14-21 December. Sleeps six, fully equipped kitchen, linens. \$700 including taxes. M Hammer, 2512 Horizon Way, La Jolla, CA, USA 92037. Include phone number.

SALE - Condominium living at its best! Two bedrooms plus den, tastefully decorated, security system, underground parking, sunny south unit, quick easy bus service to University. Ann Dawrant, Spencer Realty, 435-0808.

SALE - Riverbend townhouse, \$115,900. Double attached garage, three bedrooms, fireplace, spacious living room, three kitchen appliances included. Direct bus to University, available for Christmas. Liz Crockford, Spencer Realty, 435-0808, 434-0555.

SALE - View, four bedrooms up, main den, huge fancy oak kitchen opens to family room. Luxury jacuzzi ensuite, oak floors, triple garage. Riverbend, immediate occupancy. Liz Crockford, Spencer Realty, 435-0808.

RENT - Lessard Drive, beautiful two storey next door to Country Club golf course. Finished basement, double garage - loft. 1 January, one year. Furnished/unfurnished, \$1,500/month. Western Relocation, 434-4629.

RENT - Near Borden Park, three bedrooms, hardwood floors. Central location, close to all amenities. Available 26 November, 8 months - one year. \$900/month, Western Relocation, 434-4629.

RENT - Executive bungalow, four bedrooms, 2 1/2 baths, appliances. Furniture and household items optional. Near University, \$1,200 monthly plus utilities. Minimum one year preferred. Available 1 January, 436-1597.

Continued on page 8

AWARD OPPORTUNITIES

THE ROBERT AND MARY STANFIELD FOUNDATION UNDERGRADUATE BILINGUAL EXCHANGE SCHOLARSHIPS IN CANADIAN STUDIES

Field of study: Canadian Studies in areas such as Northern Studies, Plains Area Studies, French Canadian Studies, Native Studies, Politics, History, Foreign Policy, Economics, Urban Studies, Literature. Science programs will be considered provided that their relevance to Canadian Studies is clearly demonstrated. *Value:* \$5,000 plus a \$1,000 allowance. *Number:* The University of Alberta may nominate one candidate to Ottawa. Ottawa in turn will select two recipients. *Conditions:* Candidates must be Canadian citizens. The scholarships are offered to students currently enrolled in their second or third year of university studies. Students may be pursuing a second undergraduate or a professional degree. Preference will be given to those planning to attend a university in another province. The language of study shall be French in the case of English-speaking winners and English in the case of French-speaking winners. In addition to superior academic achievement, consideration will be given to extracurricular activities, letters of reference and candidates' reasons for wishing to attend an institution which functions in their second official language. *Where tenable:* Any Canadian university which is a member, or affiliated with a member of the Association of Universities and Colleges of Canada (AUCC). Studies must be pursued in Canada. Apply through the Office of Student Awards, 252 Athabasca Hall. *Deadline:* 24 January 1992.

NSERC UNDERGRADUATE STUDENT RESEARCH AWARDS

Value: \$3,200 (\$800 per month for four months). *Eligibility:* A candidate must: be a Canadian citizen; be currently registered as a full-time student in an eligible undergraduate program in the natural sciences or engineering; be registered in a bachelor's degree program leading to an honors degree or a degree with a major; not be registered in a general or professional degree program; as of 1 May 1992, not have more than four terms of academic work remaining for completion of a bachelor's degree; not have started a graduate program. *Deadline:* 20 January 1992. (This deadline is for the Office of Student Awards. Candidates' Faculty/Department may have an earlier deadline in order for applications to be ranked before being sent to Student Awards.) If interested in this award, contact the Chair/Dean of your Department/Faculty or the Office of Student Awards, 252 Athabasca Hall.

MARGOT MCCUNE APPOINTED BENEFITS MANAGER

Pension and Benefits is pleased to announce the appointment of Margot McCune as Benefits Manager, effective 1 December. McCune comes to the University from the Human Resources Branch of Public Works Canada, where she was Regional Chief of Compensation, including Pay and Benefits Administration. She brings a wealth of experience from senior positions dealing with all aspects of benefits administration and staff benefit consulting services.

POSITIONS

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 15 November 1991. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR.

Positions available as of 15 November 1991.

The limited number of vacancies is a result of the current Support Staff hiring freeze.

Applications for regular operating budget funded University positions (both full-time and part-time) are initially restricted to current bargaining unit employees. This is due to the current hiring freeze. Applications may be accepted from external applicants for some positions after internal staffing has been explored.

The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.

CLERK TYPIST (Receptionist) (Grade 5), Office of the Dean of Arts, (\$1,855 - \$2,298)

SECRETARY (Grade 5), Faculty of Home Economics, (\$1,855 - \$2,298)

ADMINISTRATIVE CLERK (Timetabling Assistant) (Grade 6) (Term to 13 July 1992), Office of the Registrar, (\$2,029 - \$2,530)

DEPARTMENTAL/EXECUTIVE SECRETARY (Grade 6), Physics, (\$2,029 - \$2,530)

ADMINISTRATIVE ASSISTANT (Grade 10), Library, (\$2,783 - \$3,549)

PROGRAMMER ANALYST (Grade 10) (Term to 31 December 1991), (\$2,783 - \$3,549)

The following position retains salary rate in accordance with the previous classification system and pay plan.

CLERK TYPIST (Temporary/Hourly), Housing and Food Services, (\$10.32/hour)

RENT - Bright, renovated two bedroom house. Laundry, parking, close to University. Hardwood, yard, \$750, 437-3509. Hurry!

ACCOMMODATIONS WANTED

Doctoral student (Nursing) and spouse require accommodation (furnished/unfurnished) 1 January to mid-April, preferably walking distance to campus. Debra Morgan, Box 9902, Saskatoon, Saskatchewan, S7K 7Z. (306) 652-4680.

GOODS FOR SALE

CASH PAID FOR APPLIANCES, 432-0272.

FOR SALE - "Fruitwood" dining room suite, \$4,000. Phone 484-2193, after 5:30 pm.

AUTOMOBILES

1973 VOLVO WAGON - Job transfer, take possession 25 December, bargain price, 430-7665.

1982 BMW 320i, 5 speed, 146,000 km, original owner, nonsmoker, fully maintained, excellent mechanically, some rust, \$6,500. Phone Brian, 444-6726.

SUBARU DL WAGON - December 1988. Good condition, 50,000 km, \$7,000. Peter, 492-2864.

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DAVID RICHARDS CARPENTRY - Certified journeyman NAIT. Complete interior and exterior residential renovations including plumbing and electrical. References available. 433-6369.

PROFESSIONAL TYPIST - Word processing. Specializing in theses, dissertations, manuscripts. Gwen, 467-0515.

AD HOC BUSINESS SERVICE - Word processing/laser print. Medical and general transcription, letters, reports, theses, résumés, manuscripts. 451-3315.

DENNIS ELLERMAN WOODWORKING - Interior and basement renovations, bookcases and cabinet work. Repairs and restorations. Experienced, reliable services, references available. 466-5941.

WORD PERFECT PROCESSING - \$1.60/double, \$2/single. SW. 434-0027.

BACK BASICS remedial therapy, 436-8059.

PROFESSIONAL WORD PROCESSOR - Engineering and general transcription, résumés, manuscripts. Reasonable, 481-5274.

PDQ TYPING SERVICE - 11418 79 Avenue, 438-8287. \$1.50/ds page.

TECHNICAL EDITOR AND WRITER. Familiar with APA and MLA styles. References. Call Patricia Craig at 492-5837 or 452-3109.

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